

Gender Pay Gap Report

(Data Captured at 31 March 2021)

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and as an employer with more than 250 employees, Paradigm Trust is required to measure and report on the gender pay gap within the organisation. The gender pay gap is defined as the difference between the median hourly rate of pay between male and female employees.

At the snapshot date of 31 March 2021, the Trust had 500 full pay relevant employees of whom 90 (18%) were male and 410 (82%) female. Its workforce consists of leadership, teaching and support roles which are paid in accordance with the relevant pay scales.

The following data was uploaded onto the government website in relation to this snapshot date. This is data that is required by the government, and the Trust has no flexibility in the way it is presented:

1. Mean Pay Gap

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is 29.11%.

2. Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 41.87%.

3. Bonus Gap

No member of staff received a bonus within the relevant period.

4. The proportion of males and females receiving a Bonus Payment

0% of male employees received a bonus payment within the relevant period. 0% of female employees received a bonus in this period.

5. The proportion of males and females in each Quartile Pay Band

The percentage of men and women in each quartile is shown below. Please note that the workforce as a whole is just under 18% male, and just over 82% female:

Lower quartile	– 10.4% male and 89.6% female
Middle lower quartile	– 11.2% male and 88.8% female
Middle upper quartile	– 18.4% male and 81.6% female
Upper quartile	– 32% male and 68% female

What does having a gender pay gap signify?

Many may assume that the existence of an organisational gender pay gap reflects the fact that men are paid more than women for doing the same job. This is not, however, what a gender pay gap signifies. The gender pay gap compares the median male pay with the median female pay, irrespective of job function. In the Trust's case, with the exception of a few senior support staff paid on "spot salaries", all our staff are paid according to pay scales that reflect the nationally agreed ones and have been agreed with the Trust's recognised trade unions. For support staff, the recognised job evaluation scheme that is applied (via trained evaluators) adds a further 'layer' to ensure there is equal pay for work of equal value.

Therefore, it is suggested that we should be less concerned that the gender pay gap is indicative of equal pay issues within the Trust ('equal pay for work of equal value'), rather that the gender pay gap is reflective of disproportionate representation between the genders within certain roles - particularly roles that traditionally pay more, or less. In terms of (lack of) female representation in higher paid posts this is often referred to as 'the glass ceiling'. It is therefore potentially far more complex, and therefore more complex to resolve, than 'straightforward' equal pay issues, and requires challenging, for example, peoples' attitudes towards juggling caring responsibilities with a career. Hence the Trust's 'push' in recent years on family friendly policies, and on changing attitudes towards work/life balance and flexible working.

In terms of the Trust, our highest paid employees are our Chief Executive Officer, followed by our Chief Finance Officer, school principals and service heads, then middle leaders, followed by teaching staff. The roles with the lowest average pay are premises staff, midday meal supervisors, teaching assistants and office administration staff. The Trust's gender pay gap stems from differences in the proportions of men and women occupying these roles.

The Trust's median gender pay gap at 41.87% has seen an increase of 2.47%, on last year's figure, and is still considerably higher than the UK national average of 15.4% (Gender Pay Gap in the UK: 2021, Office of National Statistics) and school sector average of 28.7%. The Trust is concerned by its gender pay gap, and needs to take further action to try and reduce its gender pay gap.

Paradigm Trust gender distribution

To try and get a better understanding of its pay gap, Paradigm Trust has undertaken a detailed analysis of the data. The Trust employs more women than men in all of the salary quartiles as can be seen from below. Whilst women are reasonably evenly distributed across the first three quartiles, they are under-represented in the upper quartile. Men on the other hand are significantly weighted towards the mid-upper and upper quartiles (see salary quartiles by gender chart below, and note that the workforce as a whole is 18% male, and 82% female).



Action on the gender pay gap

Since gender pay gap data was first published (in 2019, for the year ended 31 March 2018) the Trust has taken a number of steps to try and eliminate any conscious or unconscious bias in employment decisions, and to remove possible barriers to equal progress for males and females within the organisation. This has included ensuring all selection processes for jobs include a skill-based assessment task, and that job advertisements make it clear that we are open to flexible ways of working.

Currently, approximately 48% of our employees benefit from some form of part-time or flexible hours working, including compressed hours, and term-time only working. Additionally throughout the pandemic, agile working has increased with the majority of central services being able to work from home or from other locations.

Proposed Actions Moving Forward

Since formal reporting began, the Trust has taken a number of actions to try and address its gender pay gap including work on its recruitment and selection processes, offers of staff professional development, and encouraging greater work/life balance and flexible ways of working. In addition to ongoing work in these areas, the Trust commits to the following actions:

- Set up a focus group with middle leaders to try and explore any potential barriers to progression.
- Continue with the roll out of Recruitment and Equality workshops to ensure all recruiting managers are aware of key equality issues and that the recruitment and selection processes are as objective as possible
- Use the HR Management Information System to analyse recruitment application data after each recruitment campaign, providing a detailed

analysis of gender, with termly reporting to the Trust's Executive Leadership Team, and Board of Directors. Develop a formal Managing People induction package for all new managers within the Trust, to include a diversity and equality element.

- Consider the addition of an equality question in our annual employee engagement survey, to explore staff perceptions in this area.

Declaration from Bill Holledge, CEO

I can confirm that the above information has been prepared using Paradigm Trust's payroll data from the snapshot date of 31 March 2021 and fairly represents the gender pay gap information.

A handwritten signature in black ink that reads "W. J. Holledge". The signature is written in a cursive style with a large, sweeping flourish at the end.

Bill Holledge
Chief Executive Officer, Paradigm Trust